

**EXHIBIT A**  
(Mills Declaration)

**RESUME**

**Charles N. Mills III**  
**13401 Dille Drive**  
**Upper Marlboro, Maryland 20772**

**Objective:**

Enhance the training and skill level of our officers to the highest degree, so they may serve our communities to the best of their ability and safely complete their tour of duty everyday. Enlighten and enhance the knowledge, understanding and professional skills of those committed to protecting the laws of our land with proven progressive programs and instruction.

**Work Experience:**

8/99 – Present      Prince George's County Police Department, Academy,  
13401 Dille Drive, Upper Marlboro, Maryland  
**Director Judgmental Training (Civilian Position)**

Duties include: conceive, research, develop, implement, manage and instruct basic and advanced law enforcement officer training programs dealing with tactics, deadly force, use of force, less-lethal force, firearms, and officer survival issues. Identify training needs and provide guidance in training relevancy and presentation techniques to other administrators and academy staff instructors regarding lesson plan development. Assure that adequate officer assessment procedures are established. Script, direct, and produce video scenarios for use on our interactive judgmental use of force training program. Consult and advise law enforcement representatives from local, state, and federal agencies upon request. Provide assistance to the Prince George's County Attorney's office and represent the County government during litigation in federal and state courts in the fields of police use of deadly force and related training issues. Act as a resource specialist for the Police Department's Legal Affairs office and Personnel office, as well as various commissions and committees, pertaining to use of force matters. Review training standards and act as an advisor during post shooting critiques in cooperation with the command staff, the Psychological Services section and Internal Affairs Division of the agency. Coordinate and conduct post critical incident transition programs for sworn officers who have directly or indirectly been involved in a shooting confrontation. Regularly present orientation programs for current Grand Jury, Citizen Police Academy and others as required.

**Work Experience: (continued)**

**6/98 – 8/99 Acting Director, Judgmental Training (Sworn Position)**

Duties include: Same duties as Director Judgmental Training just carried out in the acting capacity.

**3/96 – 5/98 Academy Instructor  
(Maryland Police Training Commission Certified Instructor)**

Duties included instructing sworn law enforcement officers and recruits in the areas of: use of force, defensive tactics, ASP tactical baton, O.C. spray, chemical agents, basic survival tactics, simunition training, tactical alternatives and firearms training.

**3/94 – 2/96 Firearms Instructor – Pistol Range  
(Maryland Police Training Commission Certified Instructor)**

Duties included training sworn law enforcement officers and recruits in the proper care, handling and use of their handguns/shotguns. Also working with remedial officers and recruits on shooting mechanics and shooting techniques in an attempt to improve their skills. During my tenure at the pistol range, I designed a combat moving and shooting course that was incorporated by the Department into their training program.

**10/83 – 3/94 Special Operations Division  
(Tactical Section / Emergency Services Team)**

While assigned to the Tactical Section as a sworn law enforcement officer, I handled many diverse assignments including uniform patrol, undercover surveillance, stakeouts, felony warrant pick-ups, and high-risk tactical incidents such as barricades and raids. Assignments also included crowd control and security for events at the Capital Centre and abortion protests, as well as funeral details.

While assigned to the Emergency Services Team as a sworn law enforcement officer, I handled high-risk incidents including barricades and homicide, robbery and narcotic raids, as well as raids for various federal agencies. I also handled high-risk street riots involving narcotics/weapons. Assignments included dignitary protection for the President and Vice-President of the United States, as well as any foreign heads of state while they were in Prince George's County. I was also trained as a scuba diver for search and rescue operations and weapon/body recoveries.

During my time in the Special Operations Division, I participated in over 800 raids/street- riots and was responsible for hundreds of felony and misdemeanor arrests.

**Work Experience: (continued)****11/77 – 10/83 Patrol Division (District IV)**

While assigned to the Patrol Division at District IV, I worked as a sworn uniform patrol officer handling diverse assignments in the community.

**Employment History:**

|                |  |
|----------------|--|
| 8/99 – Present | Prince George's County Police Department<br>Director Judgmental Training                         |
| 6/98 – 8/99    | Prince George's County Police Department<br>Acting Director Judgmental Training                  |
| 3/96 – 6/98    | Prince George's County Police Department<br>Training & Education Division, Academy Instructor    |
| 3/94 – 3/96    | Prince George's County Police Department<br>Training & Education Division, Pistol Range          |
| 10/88 – 3/94   | Prince George's County Police Department<br>Special Operations Division, Tactical Section        |
| 10/85 – 10/88  | Prince George's County Police Department<br>Special Operations Division, Emergency Services Team |
| 10/83 – 10/85  | Prince George's County Police Department<br>Special Operations Division, Tactical Section        |
| 11/77 – 10/83  | Prince George's County Police Department<br>Bureau of Patrol, District IV (Oxon Hill)            |
| 9/74 – 11/77   | Prince George's County Police Department<br>Police Cadet   |

**Awards:**

- 1 County Executive's Award
- 1 Chief's Award
- 2 Awards of Merit
- 2 Unit Citation
- 46 Letters of Commendation

**Special Career Training Information:**

Prince George's County Police Academy Session # 53  
March, 1977

Prince George's County Police Department  
Emergency Services Team School (3 weeks)  
May, 1984

PADI Certified Diving School  
Certified Open Water Scuba Diver (4 weeks)  
July, 1984

Baltimore County Police Department  
Electronic Surveillance School (1 week)  
May, 1985

Prince George's County Police Department  
Surveillance & Tactical School (1 week)  
September, 1985

Prince George's County Police Department  
Counter Sniper School (2 weeks)  
April, 1986

United States Secret Service  
Firearms Instructor Training Course (2 weeks)  
February, 1987

United States Secret Service  
Executive Protection School (3 days)  
June, 1987

Maryland Police Training Commission  
Instructor's School (1 week)  
January, 1994

Federal Bureau of Investigation  
Chemical Agents Instructor School (1 week)  
February, 1994

Beretta, U.S.A. Corporation  
Armorer Training Program (1 week)  
November, 1994

**Special Career Training Information: (continued)**

Glock Perfection, Inc.  
Armorer Training Program (1 day)  
November, 1995

Smith & Wesson Academy  
Armorer Training Program (1 day)  
February, 1997

ASP, Armament Systems and Procedures, Inc.  
ASP Tactical Baton Instructor's School (3 days)  
June, 1996

Remington Arms Co., Inc.  
Remington Police Armorer Course (1 day)  
October, 1997

The National Institute of Ethics  
Advanced Field Training Process (3 days)  
January, 1998

Prince George's County Police Department  
Emergency Vehicle Operation Instructors Course (1 week)  
January, 1998

National Criminal Justice Training Council  
Use of Force - Surviving A Legal Encounter (1 day)  
November, 1998

Rugger Carbine Instructor School (1 day)  
March, 1999

Rugger Police Carbine Armorer Course (1 day)  
March, 1999

Ohio Law Enforcement Training Center (1 Day)  
Firearms Policy Development and Implementation  
September, 1999

Public Safety Institute, Univ. North Florida (3 Day)  
How to Manage and Defend Police Liability  
November, 1999

**Special Career Training Information: (continued)**

Howard County Police Department (1 Day)  
Less-Lethal Shotgun Training Class  
March, 2000

Safe Restraints, Inc. (1 Day)  
Wrap Restraint Instructor Training Course  
March, 2000

Jaycor Tactical Systems (1Day)  
Pepperball Instructor Training Course  
July, 2000

Baltimore City Police Department (1 Day)  
Less-Lethal Instructor Training Course  
July, 2000

Disney Institute (3 Day)  
Quality Customer Service  
August, 2000

Smith & Wesson Academy (2Day)  
Officer Survival Seminar  
October, 2000

**Professional Affiliations:**

Member, Fraternal Order of Police Lodge # 89,  
Upper Marlboro, MD

Retired Member, Fraternal Order of Police Lodge #89  
Upper Marlboro, MD

American Society for Law Enforcement Training (ASLET)  
Frederick, MD

**Training Courses Conducted:**

Shoot/No Shoot, Judgmental Training In-Service Training  
Classes given to all sworn officers of the Prince George's Police  
Department, 1997 to present.

Shoot/No Shoot, Judgmental Training classes given to Basic  
Training classes for the Prince George's County Police  
Department, 1997 to present

**Training Courses Conducted: (continued)**

Police Use of Deadly Force classes given to Basic Training classes for the Prince George's County Police Department, 1998 to present.

Post Shooting/Critical Incident sessions given for Prince George's County Police and other Maryland Police agencies as required. 1998 to present.

Shoot/No Shoot, Judgmental Training Class given to Emergency Services Team (Swat) school officers, attending the Prince George's County Police Department's Swat school. 1999 - present.

Shoot/No Shoot, Judgmental Training Class given to the Calvert County Sheriff Swat Team, 1999

Shoot/No Shoot, Judgmental Training F.T.O. School sessions. 1998 to present

Police Carbine Liability/Use and Deployment Classes. 1999

Judgmental Training Re-evaluation Sessions given for Prince George's County Police and other Maryland Police agencies as required. 1998 to present.

Prince George's County Citizen Police Academy, 1998 to present.

Firearms Training for In-Service and Basic Recruit classes for the Prince George's County Police Department. 1987 to 1994 as an Adjunct instructor; 1994 to present as a staff instructor.

Officer Survival Skills program for all Prince George's County Police Academy Basic Training classes since 1996.

Advanced Officer Training, Tactical Alternatives, In-Service course, 1996 to present.

Police Less-Lethal Pepperball Training, Operators Course 2000 to present.

Police Less-Lethal "Wrap Restraint" Training, In-Service 2000 to present.



**Training Courses Conducted: (continued)**

Prince George's County Firearms Instructor School  
1994 to present.

Prince George's County Police Department  
Emergency Services Team School  
1985 to 1988

Prince George's County Police Department  
Special Operations Division Tactical School  
1985 to 1993

**Inter-Active Use of Force Orientation Programs:**

Grand Jury orientations addressing the dynamics encompassed  
in a Police Use of Deadly Force Situation.  
1998 to 1999

Office of the State's Attorney for Prince George's County, Md.  
1998 to present.

University of Maryland, Behavior Science/Psychological  
Department, 1999

American University, Criminal Justice Department, 2000

Maryland Circuit Court Judges, 1999, 2000

Fairfax County Police Department, Va., 1998

Baltimore County Police Department, Md. 1999

Royal Ulster Police Force, Ireland, 1999

Denmark National Police Force, 1999

French National Police Force, 2000

Dominica National Police Force, 2000

Maryland House of Delegates Member, 1999

President, Prince George's County Chapter NAACP, 1999

**Education:**

Prince George's County Police Academy, Graduated 1977

Thomas Stone High School, Graduated 1974

**Court Cases:**

Anderson v. Prince George's County Md., U.S. District Court for Maryland. Plntf., Att. Douglas Datt, Cnty. Att. Jay Creech. Deposed August, 1999

Diggs v. Quick, et al., CAL 97-15983 Circuit Court for Maryland. Plntf., Att. Samuel Shapiro, Cnty. Att. Laura Gwinn. Trial November, 1999

Harris v. Prince George's County Md., CAL 98-003903 Circuit Court for Maryland. Plntf., Att. Kenneth Trombly, Cnty. Att. Andrew Murray. Deposed February, 2000

Harris v. Prince George's County Md., Cal 98-003903 Circuit Court for Maryland. Plntf., Att. Kenneth Trombly, Cnty. Att. Andrew Murray. Deposed June, 2000

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